



**SEMI-ANNUAL REPORT  
ON  
FEMALE AND MINORITY EMPLOYMENT**

**JANUARY - JUNE 2016**



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## **PERSONNEL CABINET**

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**Matthew G. Bevin**  
Governor

**Thomas B. Stephens**  
Secretary

August 18, 2016

The Honorable Matt Bevin  
Governor, Commonwealth of Kentucky  
The Capitol Building  
Frankfort, Kentucky 40601

Dear Governor Bevin:

In accordance with KRS 18A.138, I submit the enclosed Semi-Annual Report on Female and Minority Employment for the six-month period of January 1 through June 30, 2016. This report reflects the overall minority and female employment utilization for the Executive Branch, as well as the constitutional offices.

Based on Kentucky demographic data from the 2010 Census, long-term hiring goals for minorities and females have been set at 12.2% and 50.8%, respectively. This report measures our progress toward those goals in six month intervals.

The employment data is derived from the Kentucky Human Resources Information System ("KHRIS"), and the efforts of the Office of Diversity, Equality, and Training ("ODE&T") at the Personnel Cabinet. The enclosed Report includes employment data from the Executive Branch and constitutional offices. Data from the Constitutional offices is listed under the General Government category. As of this reporting period, only employment data from the Unified Prosecutorial System is excluded.

As of June 30, 2016, the total number of Executive Branch employees, for reporting purposes, was 31,403. This is a decrease of 647 employees from the previous reporting period. At the close of this six month period, the Executive Branch employed 2,796 minorities and 15,673 females. This represents a utilization percentage of 8.90% for minorities (a decrease of 0.21% from the last reporting period) and 49.1% for females (an increase of 0.8% from the last reporting period). The Cabinet for Health and Family Services exceeded the overall goals for both minority and female employment. The Economic Development, Labor, Education, Personnel, and General Government Cabinets all exceeded the goal for female employment.

The Personnel Cabinet continues to support the goal of a state government workforce that reflects the demographics of the citizens we serve. Through the newly established ODE&T, the Commonwealth has the opportunity to identify and actively address the challenges inherent in meeting our utilization goals through effective training and proactive outreach in the areas of diversity, inclusion, and EEO.



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**Matthew G. Bevin**  
Governor

**Thomas B. Stephens**  
Secretary

Sincerely,

A handwritten signature in black ink, appearing to be "T. Stephens", written in a cursive style.

Thomas B. Stephens, Secretary

Enclosure

cc: Scott Brinkman, Secretary of the Governor's Executive Cabinet  
Blake Brickman, Chief of Staff  
Steve Pitt, General Counsel



**MINORITY & FEMALE EMPLOYMENT DATA**

**JANUARY – JUNE 2016**

## **EXECUTIVE BRANCH UTILIZATION SUMMARY**

Between January 1, 2016, and June 30, 2016, the number of Executive Branch employees decreased by 647 positions, from 32,050 to 31,403. The following table summarizes overall minority and female utilization as of June 2016:

<u>Category</u>	<u>June 2016</u>	<u>Goal</u>	<u>Difference</u>
Minority Employment	8.90%	12.2%	(-3.30%)
Female Employment	49.91%	50.8%	(-0.89%)

During this reporting period, the Commonwealth exceeded the minority utilization goal in two EEO Job Categories: Paraprofessional and Service Maintenance.

The female utilization goal was met in three EEO Job Categories: Professional, Paraprofessional, and Administrative Support.

With respect to the overall utilization goals, a full list of employment percentages by cabinet and by EEO Job Category can be found on page 14.

*Of note:*

The Energy and Environment, Public Protection, Tourism, Arts, and Heritage and Transportation Cabinets have a significantly lower percentage of overall minority employees in comparison to their proportions of the overall Executive Branch workforce. The greatest overall concentration of minority and female employment is in the Cabinet for Health and Family Services (CHFS). CHFS far exceeds the cabinet's proportion of the overall workforce. Though CHFS employs 22.86% of the Executive Branch workforce, it employs 37.7% and 37.41% of the overall minority and female Executive Branch employees, respectively.

Finally, the EEO Job Categories below represent either underutilization or disproportionate concentrations of minority and female employees.

- Minority underrepresentation is most prevalent in EEO Job Categories 1 (Officials & Administrators), 3 (Technicians), 4 (Protective Service Workers), and 7 (Skilled Workers).
- For female employment, underrepresentation is most prevalent in EEO Job Category 4 (Protective Service Workers), and EEO Job Category 7 (Skilled Workers). Conversely, higher concentrations of female employees are found in EEO Job Categories 2 (Professionals), 5 (Paraprofessionals), and 6 (Office & Clerical).

## EXECUTIVE BRANCH UTILIZATION TABLE

### Minority Utilization MINORITY GOAL: 12.2%

JOB CATEGORY	TOT EMPS	MIN	% MIN	GOAL MET
OFFICIALS & ADMIN	773	64	8.28%	
PROFESSIONAL	17,747	1,654	9.32%	
TECHNICIANS	1,794	131	7.33%	
PROTECT SERV WORKER	3,650	261	7.15%	
PARA PROFESSIONAL	2,289	303	13.24%	✓
OFFICE & CLERICAL	1,029	117	11.37%	
SKILLED WORKER	2,424	84	3.47%	
SERVICE MAINTENANCE	1,413	189	13.38%	✓
<b>DECEMBER 2015 TOTAL</b>	<b>32,050</b>	2,857	8.91%	
<b>JUNE 2016 TOTAL</b>	<b>31,403</b>	2,796	8.90%	
<b>CHANGES</b>	<b>-647</b>	-61	-0.01%	

### Female Utilization FEMALE PROJ % GOAL: 50.8%

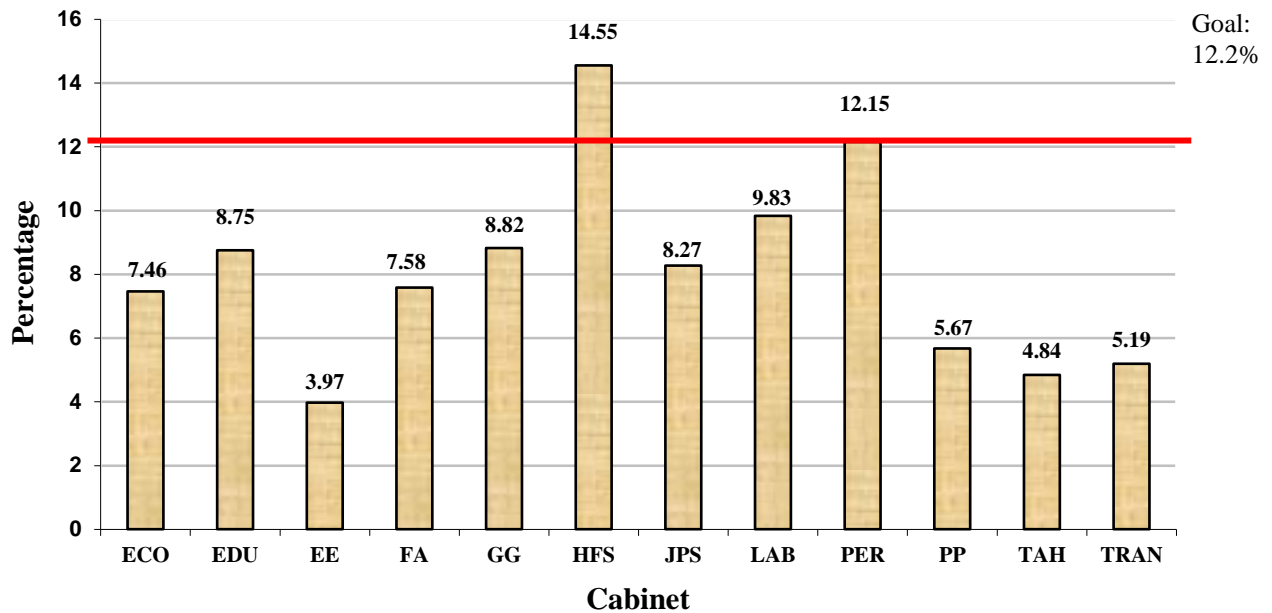
<u>JOB CATEGORY</u>	<u>TOT EMPS</u>	<u>FEMALE EMPS</u>	<u>% FEMALE</u>	<u>GOALS MET</u>
OFFICIALS & ADMIN	773	372	48.12%	
PROFESSIONAL	17,747	10,535	59.36%	✓
TECHNICIANS	1,794	596	33.22%	
PROTECT SERV WORKER	3,650	668	18.30%	
PARA PROFESSIONAL	2,289	1,704	74.44%	✓
OFFICE & CLERICAL	1,029	821	79.79%	✓
SKILLED WORKER	2,424	130	5.36%	
SERVICE MAINTENANCE	1,413	584	41.33%	
<b>DECEMBER 2015 TOTAL</b>	<b>32,050</b>	16,020	49.98%	
<b>JUNE 2016 TOTAL</b>	<b>31,403</b>	15,673	49.91%	
<b>CHANGES</b>	<b>-647</b>	-347	-0.07%	



## SUMMARY OF OVERALL CABINET ATTAINMENT

- Cabinets meeting **both** minority and female utilization goals:
  - Health & Family Services
- Cabinets meeting minority utilization goals only:
  - Health & Family Services (**14.55%**)
- Cabinets meeting female utilization goals only:
  - Economic Development (**62.69%**)
  - Education and Workforce Development (**59.11%**)
  - General Government (**60.07%**)
  - Health & Family Services (**80.93%**)
  - Labor (**57.87%**)
  - Personnel (**73.36%**)

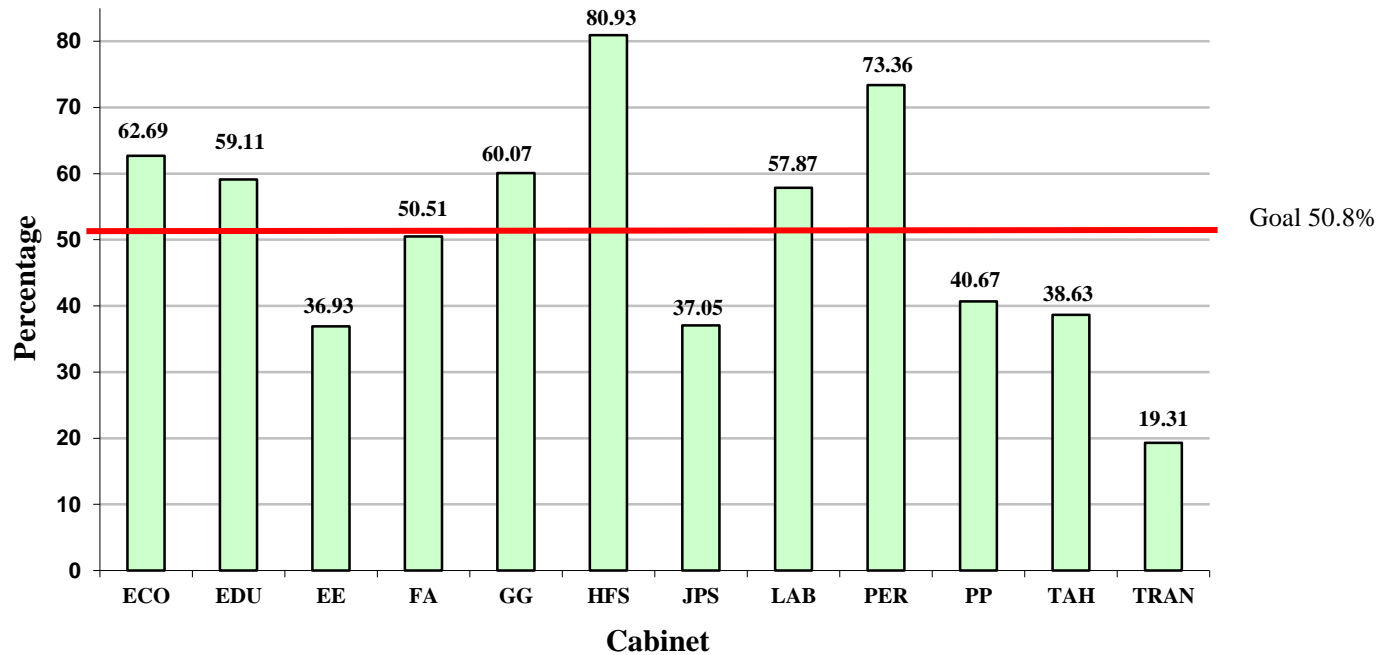
## MINORITY UTILIZATION PERCENTAGE BY CABINET



### KEY

ECO	Economic Development
EDU	Education & Workforce Development
EE	Energy & Environment
FA	Finance & Administration
GG	General Government
HFS	Health & Family Services
JPS	Justice & Public Safety
LAB	Labor
PER	Personnel
PP	Public Protection
TAH	Tourism, Arts & Heritage
TRAN	Transportation

## FEMALE UTILIZATION PERCENTAGE BY CABINET



### KEY

ECO	Economic Development
EDU	Education
EE	Energy & Environment
FA	Finance & Administration
GG	General Government
HFS	Health & Family Services
JPS	Justice & Public Safety
LAB	Labor
PER	Personnel
PP	Public Protection
TAH	Tourism, Arts & Heritage
TRAN	Transportation

## PERCENTAGE OF EXECUTIVE BRANCH UTILIZATION BY CABINET

<b>Cabinet</b>	<b>% Overall Employment</b>	<b>% Minority Employment</b>	<b>% Female Employment</b>
<b>ECO</b>	0.21%	0.18%	0.27%
<b>EDU</b>	7.89%	7.83%	9.44%
<b>EE</b>	5.47%	2.04%	3.38%
<b>FA</b>	8.11%	6.97%	8.29%
<b>GG</b>	7.61%	7.62%	9.25%
<b>HFS</b>	22.86%	37.70%	37.41%
<b>JUS</b>	24.40%	22.89%	18.29%
<b>LAB</b>	1.12%	1.25%	1.31%
<b>PER</b>	0.68%	0.93%	1.00%
<b>PP</b>	1.89%	1.22%	1.56%
<b>TAH</b>	5.34%	2.93%	4.17%
<b>TRAN</b>	14.41%	8.44%	5.63%

## PERCENTAGE BY EEO JOB CATEGORY

<b>EEO Job Category</b>	<b>% Overall</b>	<b>% Minority</b>	<b>% Female</b>
<b>Group 1</b> <b>Officials and Administrators</b>	2.46%	2.28%	2.41%
<b>Group 2</b> <b>Professionals</b>	2.46%	59.01%	68.36%
<b>Group 3</b> <b>Technicians</b>	5.71%	4.67%	3.87%
<b>Group 4</b> <b>Protective Service Workers</b>	11.62%	9.31%	4.33%
<b>Group 5</b> <b>Paraprofessionals</b>	7.29%	10.81%	11.06%
<b>Group 6</b> <b>Office &amp; Clerical</b>	4.39%	4.17%	5.33%
<b>Group 7</b> <b>Skilled Workers</b>	7.72%	3.00%	0.84%
<b>Group 8</b> <b>Service Maintenance</b>	4.29%	6.74%	3.79%

## **CABINET UTILIZATION TABLES**

## *Economic Development Cabinet*

### January – June, 2016 Utilization Tables

#### **Minority Utilization**

*MINORITY % GOAL: 12.2%*

JOB CATEGORY	TOT EMPS	MIN EMPS	% MIN	GOALS MET:
OFFICIALS & ADMIN	9	0	0.0%	
PROFESSIONAL	48	3	6.25%	
TECHNICIANS	3	1	33.33%	✓
PROTECT SERV WORKER	--	--	--	
PARA PROFESSIONAL	1	0	0.0%	
OFFICE & CLERICAL	5	0	0.0%	
SKILLED WORKER	--	--	--	
SERVICE MAINTENANCE	1	1	100%	✓
DECEMBER 2015 TOTAL	72	5	6.94%	
JUNE 2016 TOTAL	67	5	7.46%	
CHANGES	5	0	0.52%	

#### **Female Utilization**

*FEMALE % GOAL: 50.8%*

JOB CATEGORY	TOT EMPS	FEMALE EMPS	% FEMALE	GOALS MET:
OFFICIALS & ADMIN	9	4	44.44%	
PROFESSIONAL	48	30	62.50%	✓
TECHNICIANS	3	2	66.67%	✓
PROTECT SERV WORKER	--	--	--	
PARA PROFESSIONAL	1	1	100%	✓
OFFICE & CLERICAL	5	5	100%	✓
SKILLED WORKER	--	--	--	
SERVICE MAINTENANCE	1	0	0.0%	
DECEMBER 2015 TOTAL	72	46	63.89%	✓
JUNE 2016 TOTAL	67	42	62.69%	✓
CHANGES	5	-4	-1.20%	

## *Education & Workforce Development Cabinet*

### January – June, 2016 Utilization Tables

#### **Minority Utilization**

*MINORITY % GOAL: 12.2%*

JOB CATEGORY	TOT EMPS	MIN EMPS	% MIN	GOALS MET:
OFFICIALS & ADMIN	55	3	5.46%	
PROFESSIONAL	2,026	176	8.69%	
TECHNICIANS	128	13	10.16%	
PROTECT SERV WORKER	9	0	0	
PARA PROFESSIONAL	77	8	10.39%	
OFFICE & CLERICAL	104	6	5.77%	
SKILLED WORKER	18	1	5.56%	
SERVICE MAINTENANCE	85	12	14.12%	✓
DECEMBER 2015 TOTAL	2,575	224	8.70%	
JUNE 2016	2,502	219	8.75%	
CHANGES	-73	-5	0.05%	

#### **Female Utilization**

*FEMALE % GOAL: 50.8%*

JOB CATEGORY	TOT EMPS	FEMALE EMPS	% FEMALE	GOALS MET:
OFFICIALS & ADMIN	55	32	58.18%	✓
PROFESSIONAL	2,026	1,228	60.61%	✓
TECHNICIANS	128	54	42.19%	
PROTECT SERV WORKER	9	1	11.11%	
PARA PROFESSIONAL	77	44	57.14%	✓
OFFICE & CLERICAL	104	98	94.23%	✓
SKILLED WORKER	18	2	11.11%	
SERVICE MAINTENANCE	85	20	23.53%	
DECEMBER 2015 TOTAL	2,575	1,537	59.69%	✓
JUNE 2016 TOTAL	2,502	1,479	59.11%	✓
CHANGES	-73	-61	-0.58%	



## *Energy & Environment Cabinet*

### January – June, 2016 Utilization Tables

#### **Minority Utilization**

MINORITY % GOAL: 12.2%

JOB CATEGORY	TOT EMPS	MIN	% MIN	GOAL MET:
OFFICIALS & ADMIN	30	1	3.33%	
PROFESSIONAL	1,315	56	4.26%	
TECHNICIANS	75	0	0.00%	
PROTECT SERV WORKER	--	--	--	
PARA PROFESSIONAL	2	0	0.0%	
OFFICE & CLERICAL	9	0	0.0%	
SKILLED WORKER	1	0	0.0%	
SERVICE MAINTENANCE	3	0	0.00%	
<b>DECEMBER 2015 TOTAL</b>	<b>1,479</b>	<b>63</b>	<b>4.26%</b>	
<b>JUNE 2016 TOTAL</b>	<b>1,435</b>	<b>57</b>	<b>3.97%</b>	
<i>CHANGES</i>	<i>-44</i>	<i>-6</i>	<i>-0.29%</i>	

#### **Female Utilization**

FEMALE % GOAL: 50.8%

JOB CATEGORY	TOT EMPS	FEMALE EMPS	% FEMALE	GOAL MET:
OFFICIALS & ADMIN	30	8	26.67%	
PROFESSIONAL	1,315	502	38.17%	
TECHNICIANS	75	8	10.67%	
PROTECT SERV WORKER	--	--	--	
PARA PROFESSIONAL	2	2	100%	✓
OFFICE & CLERICAL	9	8	88.89%	✓
SKILLED WORKER	1	1	100%	✓
SERVICE MAINTENANCE	3	1	33.33%	
<b>DECEMBER 2015 TOTAL</b>	<b>1,479</b>	<b>538</b>	<b>35.70%</b>	
<b>JUNE 2016 TOTAL</b>	<b>1,435</b>	<b>530</b>	<b>36.93%</b>	
<i>CHANGES</i>	<i>-44</i>	<i>-8</i>	<i>1.23%</i>	

## *Finance & Administration Cabinet*

### January – June, 2016 Utilization Tables

#### **Minority Utilization**

MINORITY % GOAL: 12.2%

JOB CATEGORY	TOT EMPS	MIN	% MIN	GOAL MET:
OFFICIALS & ADMIN	71	3	4.23%	
PROFESSIONAL	1,922	135	7.02%	
TECHNICIANS	327	32	9.79%	
PROTECT SERV WORKER	--	--	--	
PARA PROFESSIONAL	54	8	14.81%	✓
OFFICE & CLERICAL	57	7	12.28%	✓
SKILLED WORKER	91	2	2.20%	
SERVICE MAINTENANCE	50	8	16.00%	✓
DECEMBER 2015 TOTAL	2,631	203	7.72%	
JUNE 2016 TOTAL	2,572	195	7.58%	
CHANGES	-59	-8	-0.14%	

#### **Female Utilization**

FEMALE % GOAL: 50.8%

JOB CATEGORY	TOT EMPS	FEMALE EMPS	% FEMALE	GOAL MET:
OFFICIALS & ADMIN	71	27	39.51%	
PROFESSIONAL	1,922	1,106	57.45%	✓
TECHNICIANS	327	89	35.33%	
PROTECT SERV WORKER	--	--	--	
PARA PROFESSIONAL	54	32	55.32%	✓
OFFICE & CLERICAL	57	30	48.15%	
SKILLED WORKER	91	3	3.16%	
SERVICE MAINTENANCE	50	12	25.00%	
DECEMBER 2015 TOTAL	2,631	1,324	50.32%	
JUNE 2016 TOTAL	2,572	1,299	50.51%	
CHANGES	-59	-25	0.19%	

## *General Government*

### January – June, 2016 Utilization Tables

#### **Minority Utilization**

MINORITY % GOAL: 12.2%

JOB CATEGORY	TOT EMPS	MIN	% MIN	GOAL MET:
OFFICIALS & ADMIN	156	18	11.54%	
PROFESSIONAL	1,191	99	8.31%	
TECHNICIANS	248	11	4.44%	
PROTECT SERV WORKER	217	23	10.60%	
PARA PROFESSIONAL	267	36	13.48%	✓
OFFICE & CLERICAL	60	6	10.00%	
SKILLED WORKER	57	3	5.26%	
SERVICE MAINTENANCE	218	17	7.80%	
DECEMBER 2015 TOTAL	2,423	212	8.75%	
JUNE 2016 TOTAL	2,414	213	8.82%	
CHANGES	-9	1	0.07%	

#### **Female Utilization**

FEMALE % GOAL: 50.8%

JOB CATEGORY	TOT EMPS	FEMALE EMPS	% FEMALE	GOAL MET:
OFFICIALS & ADMIN	156	76	48.72%	
PROFESSIONAL	1,191	728	61.13%	✓
TECHNICIANS	248	107	43.15%	
PROTECT SERV WORKER	217	100	46.08%	
PARA PROFESSIONAL	267	235	88.01%	✓
OFFICE & CLERICAL	60	52	86.67%	✓
SKILLED WORKER	57	14	24.56%	
SERVICE MAINTENANCE	218	138	63.30%	✓
DECEMBER 2015 TOTAL	2,423	1,434	59.18%	✓
JUNE 2016 TOTAL	2,414	1,450	60.07%	✓
CHANGES	-9	16	0.89%	

## *Cabinet for Health & Family Services*

### January – June, 2016 Utilization Tables

#### **Minority Utilization**

MINORITY % GOAL: 12.2%

JOB CATEGORY	TOT EMPS	MIN	% MIN	GOAL MET:
OFFICIALS & ADMIN	124	13	10.48%	
PROFESSIONAL	4,734	642	13.56%	✓
TECHNICIANS	143	19	13.29%	✓
PROTECT SERV WORKER	77	9	11.69%	
PARA PROFESSIONAL	1,497	213	14.23%	✓
OFFICE & CLERICAL	426	54	12.68%	✓
SKILLED WORKER	55	9	16.36%	✓
SERVICE MAINTENANCE	190	95	50.00%	✓
DECEMBER 2015 TOTAL	7,443	1,080	14.51%	✓
JUNE 2016 TOTAL	7,246	1,054	14.55%	✓
CHANGES	-197	-26	0.04%	

#### **Female Utilization**

FEMALE % GOAL: 50.8%

JOB CATEGORY	TOT EMPS	FEMALE EMPS	% FEMALE	GOAL MET:
OFFICIALS & ADMIN	396	97	78.23%	✓
PROFESSIONAL	4,525	3,839	81.09%	✓
TECHNICIANS	128	97	67.83%	✓
PROTECT SERV WORKER	71	22	28.57%	
PARA PROFESSIONAL	1,589	1,247	83.30%	✓
OFFICE & CLERICAL	463	411	96.48%	✓
SKILLED WORKER	58	8	14.55%	
SERVICE MAINTENANCE	213	143	75.26%	✓
DECEMBER 2015 TOTAL	7,443	6,021	80.89%	✓
JUNE 2016 TOTAL	7,246	5,864	80.93%	✓
CHANGES	-197	-157	0.04%	

## *Justice & Public Safety Cabinet*

### January – June, 2016 Utilization Tables

#### **Minority Utilization**

MINORITY % GOAL: 12.2%

JOB CATEGORY	TOT EMPS	MIN	% MIN	GOAL MET:
OFFICIALS & ADMIN	88	10	11.36%	
PROFESSIONAL	3,274	323	9.87%	
TECHNICIANS	218	12	5.50%	
PROTECT SERV WORKER	3,160	224	7.09%	
PARA PROFESSIONAL	183	35	19.13%	✓
OFFICE & CLERICAL	533	25	4.69%	
SKILLED WORKER	202	5	2.48%	
SERVICE MAINTENANCE	78	6	7.69%	
DECEMBER 2015 TOTAL	7,789	641	8.23%	
JUNE 2016 TOTAL	7,736	640	8.27%	
CHANGES	-53	-1	0.04%	

#### **Female Utilization**

FEMALE % GOAL: 50.8%

JOB CATEGORY	TOT EMPS	FEMALE EMPS	% FEMALE	GOAL MET:
OFFICIALS & ADMIN	88	39	44.32%	
PROFESSIONAL	3,274	1,669	50.98%	✓
TECHNICIANS	218	104	47.71%	
PROTECT SERV WORKER	3,160	538	17.03%	
PARA PROFESSIONAL	183	75	40.98%	
OFFICE & CLERICAL	533	380	71.29%	✓
SKILLED WORKER	202	30	14.85%	
SERVICE MAINTENANCE	78	31	39.74%	
DECEMBER 2015 TOTAL	7,789	2,900	37.23%	
JUNE 2016 TOTAL	7,736	2,866	37.05%	
CHANGES	-53	-34	-0.18%	

## *Labor Cabinet*

### January – June, 2016 Utilization Tables

#### **Minority Utilization**

MINORITY % GOAL: 12.2%

JOB CATEGORY	TOT EMPS	MIN	% MIN	GOAL MET:
OFFICIALS & ADMIN	24	7	29.17%	✓
PROFESSIONAL	245	19	7.76%	
TECHNICIANS	39	7	17.95%	✓
PROTECT SERV WORKER	7	0	0%	
PARA PROFESSIONAL	14	0	0%	
OFFICE & CLERICAL	21	2	9.52%	
SKILLED WORKER	2	0	0%	
SERVICE MAINTENANCE	4	0	0%	
DECEMBER 2015 TOTAL	379	31	8.18%	
JUNE 2016 TOTAL	356	35	9.83%	
CHANGES	-23	4	1.65%	

#### **Female Utilization**

FEMALE % GOAL: 50.8%

JOB CATEGORY	TOT EMPS	FEMALE EMPS	% FEMALE	GOAL MET:
OFFICIALS & ADMIN	24	8	33.33%	
PROFESSIONAL	245	143	58.37%	✓
TECHNICIANS	39	18	46.15%	
PROTECT SERV WORKER	7	1	14.29%	
PARA PROFESSIONAL	14	14	100.00%	✓
OFFICE & CLERICAL	21	21	100.00%	✓
SKILLED WORKER	2	1	50.00%	
SERVICE MAINTENANCE	4	0	0%	
DECEMBER 2015 TOTAL	379	225	59.37%	✓
JUNE 2016 TOTAL	356	206	57.87%	✓
CHANGES	-23	-19	-1.50%	

## *Personnel Cabinet*

### January – June, 2016 Utilization Tables

#### **Minority Utilization** MINORITY % GOAL: 12.2%

JOB CATEGORY	TOT EMPS	MIN	% MIN	GOAL MET:
OFFICIALS & ADMIN	12	1	8.33%	
PROFESSIONAL	180	24	13.33%	✓
TECHNICIANS	18	1	5.56%	
PROTECT SERV WORKER	--	--	--	--
PARA PROFESSIONAL	1	--	--	--
OFFICE & CLERICAL	3	0	0%	
SKILLED WORKER	--	--	--	--
SERVICE MAINTENANCE	--	--	--	--
<b>DECEMBER 2015 TOTAL</b>	<b>211</b>	<b>25</b>	<b>11.85%</b>	
<b>JUNE 2016 TOTAL</b>	<b>214</b>	<b>26</b>	<b>12.15%</b>	
<i>CHANGES</i>	<i>3</i>	<i>1</i>	<i>0.30%</i>	

#### **Female Utilization** FEMALE % GOAL: 50.8%

JOB CATEGORY	TOT EMPS	FEMALE EMPS	% FEMALE	GOAL MET
OFFICIALS & ADMIN	12	9	75.00%	✓
PROFESSIONAL	180	135	75.00%	✓
TECHNICIANS	18	9	50.00%	
PROTECT SERV WORKER	--	--	--	
PARA PROFESSIONAL	1	1	100.00%	✓
OFFICE & CLERICAL	3	3	100.00%	✓
SKILLED WORKER	--	--	--	
SERVICE MAINTENANCE	--	--	--	
<b>DECEMBER 2015 TOTAL</b>	<b>211</b>	<b>155</b>	<b>73.46%</b>	✓
<b>JUNE 2016 TOTAL</b>	<b>214</b>	<b>157</b>	<b>73.36%</b>	✓
<i>CHANGES</i>	<i>3</i>	<i>2</i>	<i>-0.10</i>	

## *Public Protection Cabinet*

### January – June, 2016 Utilization Tables

#### **Minority Utilization**

MINORITY % GOAL: 12.2%

JOB CATEGORY	TOT EMPS	MIN	% MIN	GOALS MET:
OFFICIALS & ADMIN	51	2	3.92%	
PROFESSIONAL	353	24	6.80%	
TECHNICIANS	152	7	4.61%	
PROTECT SERV WORKER	--	--	--	
PARA PROFESSIONAL	6	0	0%	
OFFICE & CLERICAL	7	0	0%	
SKILLED WORKER	30	0	0%	
SERVICE MAINTENANCE	1	1	100.00%	✓
DECEMBER 2015 TOTAL	628	41	6.53%	
JUNE 2016 TOTAL	600	34	5.67%	
CHANGES	-28	-7	-0.86%	

#### **Female Utilization**

FEMALE % GOAL: 50.8%

JOB CATEGORY	TOT EMPS	FEMALE EMPS	% FEMALE	GOALS MET:
OFFICIALS & ADMIN	51	17	33.33%	
PROFESSIONAL	353	198	56.09%	✓
TECHNICIANS	152	17	11.18%	
PROTECT SERV WORKER	--	--	--	
PARA PROFESSIONAL	6	6	100.00%	✓
OFFICE & CLERICAL	7	5	71.43%	✓
SKILLED WORKER	30	1	3.33%	
SERVICE MAINTENANCE	1	0	0%	
DECEMBER 2015 TOTAL	628	264	42.04%	
JUNE 2016 TOTAL	600	244	40.67%	
CHANGES	-28	-20	1.37%	



## *Tourism, Arts, And Heritage Cabinet*

### January – June, 2016 Utilization Tables

#### **Minority Utilization**

MINORITY % GOAL: 12.2%

JOB CATEGORY	TOT EMPS	MIN	% MIN	GOALS MET:
OFFICIALS & ADMIN	95	3	3.16%	
PROFESSIONAL	498	22	4.42%	
TECHNICIANS	68	6	8.82%	
PROTECT SERV WORKER	175	5	2.86%	
PARA PROFESSIONAL	106	3	2.83%	
OFFICE & CLERICAL	133	4	3.01%	
SKILLED WORKER	240	6	2.50%	
SERVICE MAINTENANCE	378	33	8.73%	
<b>DECEMBER 2015 TOTAL</b>	<b>1,701</b>	<b>87</b>	<b>5.11%</b>	
<b>JUNE 2016 TOTAL</b>	<b>1,693</b>	<b>82</b>	<b>4.84%</b>	
<b>CHANGES</b>	<b>-8</b>	<b>-5</b>	<b>-0.27%</b>	

#### **Female Utilization**

FEMALE % GOAL: 50.8%

JOB CATEGORY	TOT EMPS	FEMALE EMPS	% FEMALE	GOALS MET:
OFFICIALS & ADMIN	95	35	36.84%	
PROFESSIONAL	498	257	51.61%	✓
TECHNICIANS	68	21	30.88%	
PROTECT SERV WORKER	175	5	2.86%	
PARA PROFESSIONAL	106	33	31.13%	
OFFICE & CLERICAL	133	96	72.18%	✓
SKILLED WORKER	240	29	12.08%	
SERVICE MAINTENANCE	378	178	47.09%	
<b>DECEMBER 2015 TOTAL</b>	<b>1,701</b>	<b>669</b>	<b>39.33%</b>	
<b>JUNE 2016 TOTAL</b>	<b>1,693</b>	<b>654</b>	<b>38.63%</b>	
<b>CHANGES</b>	<b>-8</b>	<b>-15</b>	<b>-0.70%</b>	

## *Transportation Cabinet*

### January – June, 2016 Utilization Tables

#### **Minority Utilization**

MINORITY % GOAL: 12.2%

JOB CATEGORY	TOT EMPS	MIN	% MIN	GOALS MET:
OFFICIALS & ADMIN	58	3	5.17%	
PROFESSIONAL	1,961	131	6.68%	
TECHNICIANS	375	22	5.87%	
PROTECT SERV WORKER	5	0	0%	
PARA PROFESSIONAL	81	2	2.47%	
OFFICE & CLERICAL	21	3	14.29%	✓
SKILLED WORKER	1,728	63	3.65%	
SERVICE MAINTENANCE	339	12	3.54%	
DECEMBER 2015 TOTAL	4,719	245	5.19%	
JUNE 2016 TOTALS	4,568	263	5.17%	
CHANGES	-151	18	-0.02%	

#### **Female Utilization**

FEMALE % GOAL: 50.8%

JOB CATEGORY	TOT EMPS	FEMALE EMPS	% FEMALE	
OFFICIALS & ADMIN	58	20	34.48%	
PROFESSIONAL	1,961	700	35.70%	
TECHNICIANS	375	70	18.67%	
PROTECT SERV WORKER	5	1	20.00%	
PARA PROFESSIONAL	81	14	17.28%	
OFFICE & CLERICAL	21	17	80.95%	✓
SKILLED WORKER	1,728	41	2.37%	
SERVICE MAINTENANCE	339	19	5.60%	
DECEMBER 2015 TOTAL	4,719	902	19.11%	
JUNE 2016 TOTAL	4,568	882	19.31%	
CHANGES	-151	-20	0.20%	

## **APPENDICES**

## ***APPENDIX 1 - EEO Job Category Descriptions***

**Group 1. Officials and Administrators:** Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, direct individual departments or special phases of the agency's operations, or provide specialized consultation on regional, district or area basis. Includes: Department heads, directors, assistant directors, branch managers, environmental health program administrators, controllers, examiners, wardens, network engineers, resort park managers, police and fire chiefs, inspections and kindred workers.

**Group 2. Professionals:** Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: Personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dieticians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, correctional captains, health policy assistants and other kindred workers.

**Group 3. Technicians:** Occupations which require a combination of basic scientific or technical knowledge with manual skill which can be obtained through specialized post-secondary school education or through equivalent on the job training. Includes: Computer programmers and operators, draftsmen, surveyors, licensed practical nurses, photographers, radio operators, mine inspectors, programmers, systems engineer IT, highway technicians, technicians (medical, dental, electronic, physical sciences), administrative specialist I, inspectors and kindred workers.

**Group 4. Protective Service Workers:** Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: Correctional officers, fire fighters, KVE inspector, facilities security officers, state park rangers, detectives, Occupational Safety and Health Administration, (OSHA), safety consultants, hazardous device investigators, wildlife and boating law enforcement officers and kindred workers.

**Group 5. Paraprofessionals:** Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "new careers" concept. Includes: Administrative assistants, family support specialists, laboratory aids, revenue examiners, medical aids, child support workers, youth workers, museum guides, house parents, fish and wildlife technicians and kindred workers.

**Group 6. Office and Clerical:** Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paper work required in an office. Includes: Administrative secretaries, bookkeepers, messengers, office machine operators, clerk-typists, stenographers, data entry operators, communication dispatchers, office managers, postal technicians, rehabilitation care aids, offender information specialists and kindred workers.

**Group 7. Skilled Worker:** Manual workers of relatively high level (precision production and repair) having a full and comprehensive knowledge of the process involved in their work. Exercise considerable independent judgment and usually received an extensive period of training. Includes: mechanics and repair people, electricians, heavy equipment operators, highway superintendents, carpenters, HVAC inspectors, locksmiths, correctional farm managers, fisheries biologists and kindred workers.

**Group 8. Service/Maintenance:** Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: Cooks, equine workers, elevator inspectors, highway equipment operators, janitors, laborers, laundry workers, park workers, patient aides, stores workers, veterans cemetery caretakers and kindred workers.